A3940-1.4U

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 4 May 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (April 5, 1991 through may 6, 1991) and cumulatively (September 1, 1990, and May 6, 1991).

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BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 4/5/91 THROUGH 5/6/91

CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	22	273	$26461	$26609	$30000	$27000	$25200	228	2304	$25078	$26667	$30000	$25500	$20195
BUSINESS ADMIN (INCL MGMT	4	94	22450	23730	*	*	*	80	653	21839	23520	28000	21800	16000
DISTRIBUTION MANAGEMENT	+	5	+	26340				+	14	+	26900			
ECONOM & FINANCE (BANKING	1	179	21023	27327	*	*	*	91	880	24895	25814	30000	24500	18000
HOTEL/RESTAURANT MGMT.	+	10	+	21340				22	49	21827	21165	22000	22000	22000
HUMAN RSRCS (incl LABOR R	1	4	21000	24650	*	*	*	3	72	19333	24612	*	*	*
MANAGEMENT INFO SYSTEMS	1	27	34200	28819	*	*	*	13	248	26528	28407	*	*	*
MARKETING/MARK MGMT (RESR	16	151	21234	24641	*	*	*	73	793	22215	23825	27500	22000	18000
REAL ESTATE	+	1	+	24000				+	6	+	20887			
COMMUNICATIONS														
ADVERTISING	2	3	17000	18500	*	*	*	3	46	15333	20938	*	*	*
COMMUNICATIONS	1	12	15000	19399	*	*	*	16	139	21385	21750	*	*	*
JOURNALISM	2	7	17012	21989	*	*	*	4	81	17447	19955	*	*	*
TELECOMMUN/BROADCASTING	1	17	12480	24658	*	*	*	2	39	16759	23784	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	1	19	19000	21121	*	*	*	35	227	19351	20080	23975	19000	15000
PRE-ELEMENTARY EDUCATION	+	+	+	+				2	27	10000	16647	*	*	*
PHYSICAL EDUCATION	+	4	+	19900				2	25	18153	19245	*	*	*
SPECIAL EDUCATION	+	1	+	18807				4	42	20650	22847	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	4	24500	24550	*	*	*	4	16	19725	20681	*	*	*
TEXTILES & CLOTHING	+	12	+	21000				1	52	27000	21721	*	*	*
MERCHANDISING MANAGEMENT	2	7	15200	19343	*	*	*	2	31	15200	20926	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	22100				3	19	23656	21401	*	*	*
LETTERS (incl English, Li	+	10	+	22377				5	77	20421	21725	*	*	*
VISUAL & PERFORMING ARTS	+	6	+	20417				6	51	21302	19979	*	*	*
HUMANITIES - OTHER	+	9	+	22433				1	50	16400	22832	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	+	1	+	20000				1	41	15600	20966	*	*	*
HISTORY	+	6	+	23167				3	37	17012	22506	*	*	*
POLITICAL SCIENCE/GOVT	1	11	12000	22850	*	*	*	8	94	20075	22294	*	*	*
PSYCHOLOGY	+	16	+	22881				6	107	19453	19863	*	*	*
SOCIOLOGY	+	4	+	20336				5	46	15542	19830	*	*	*
SOCIAL SCIENCES-OTHER	4	22	24500	24949	*	*	*	15	82	19512	20939	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	17	+	30268				2	105	32250	30256	*	*	*
AGRICULTURAL	+	14	+	30224				+	35	+	30669			
ARCHITECTURAL	+	7	+	32179				3	44	25133	30659	*	*	*
BIOENGINEERING & BIOMEDIC	+	+	+	+				+	6	+	27917			
CHEMICAL	59	164	38351	37898	40700	38700	36000	177	1100	37888	37384	40200	38280	36000
CIVIL	52	131	28538	28864	36000	27446	24144	177	637	28979	29545	36000	28600	24000
COMPUTER	6	44	33910	31589	*	*	*	13	144	32778	31891	*	*	*
ELECTRICAL/ELECTRONIC	29	230	33414	33477	37800	33600	30000	149	1232	32016	33113	37500	33000	26000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	2	2	$29250	$29250	*	*	*	2	4	$29250	$29475	*	*	*
INDUSTRIAL	3	60	32000	32960	*	*	*	14	281	30515	32289	*	*	*
MECHANICAL	53	292	34890	34347	$39000	$36000	$29000	179	1466	34538	34069	$38796	$35300	$29500
METALLURGICAL	20	39	33525	33664	34800	33300	32400	43	124	33669	33557	36000	33600	32400
MINING (INCL GEOLOGICAL)	2	3	35500	32000	*	*	*	18	39	31801	31184	*	*	*
NUCLEAR	+	2	+	30417				+	15	+	32332			
PETROLEUM	24	28	40944	40166	42500	41000	39500	63	164	40016	38686	42000	40200	37500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	9	26	29833	29405	*	*	*	30	144	29226	28678	34800	29050	25000
INDUSTRIAL TECHNOLOGY	+	6	+	30000				2	18	27000	27361	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	3	8	27667	24750	*	*	*	23	60	20969	22712	26000	21000	16800
ANIMAL SCIENCES	3	4	24333	23000	*	*	*	5	27	23200	21746	*	*	*
PLANT SCIENCES	3	6	17404	19702	*	*	*	5	14	17723	20221	*	*	*
NATURAL RESOURCES	+	1	+	16300				1	11	12000	20005	*	*	*
OTHER AGRICULTURAL SCIENC	2	4	15000	19750	*	*	*	12	27	25095	24597	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	14	72	32085	32088	*	*	*	66	585	31026	30469	36000	32590	24000
COMPUTER PROGRAMMING	+	2	+	19375				+	21	+	28173			
INFORMATION SCIENCES & SY	1	15	29000	28829	*	*	*	14	142	26997	29000	*	*	*
SYSTEMS ANALYSIS	+	2	+	31000				1	6	18600	25427	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	+	+	+				4	72	23363	28058	*	*	*
HEALTH SCIENCES	3	5	21833	17700	*	*	*	12	32	20998	20564	*	*	*
NURSING	+	10	+	26500				9	89	23100	28349	*	*	*
PHARMACY	+	1	+	44200				2	31	29980	39040	*	*	*
SCIENCES														
ACTUARIAL	+	1	+	31740				+	9	+	29269			
ARCHITECTURAL & ENVIRONME	+	+	+	+				1	16	26400	26463	*	*	*
BIOLOGICAL	2	11	21700	22210	*	*	*	8	51	21100	21267	*	*	*
CHEMISTRY	+	4	+	28355				4	64	27175	27625	*	*	*
GEOLOGY & GEOLOGICAL SCI	2	3	24600	26233	*	*	*	11	25	27982	28250	*	*	*
MATHEMATICS	2	28	27109	29868	*	*	*	14	113	27477	27503	*	*	*
PHYSICS	+	1	+	27400				3	15	36240	29059	*	*	*
OTHER PHYSICAL & EARTH SC	1	1	28000	28000	*	*	*	3	5	21600	22109	*	*	*
POLYMER SCIENCE	+	2	+	35250				+	2	+	35250			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	355	2162						1708	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	15	184	$27073	$27139	*	*	*	181	1735	$25399	$27222	$29200	$25500	$21500
ACCOUNTING (PRIVATE)	5	79	25208	25617	*	*	*	42	591	23822	25068	27500	26000	16000
COMMERCIAL BANKING (CNSMR	1	17	20000	23665	*	*	*	4	70	18000	22376	*	*	*
COMMERCIAL BANKING (LENDG	+	27	+	23876				4	88	20750	24086	*	*	*
INVESTMT BANKING (CORP FN	+	3	+	26333				5	27	25100	28093	*	*	*
INVESTMT BANKNG (M & A)	+	+	+	+				1	2	24000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				+	4	+	18875			
INVESTMT BANKG (SALES & T	+	2	+	32000				3	19	18000	23268	*	*	*
FINANCIAL/TREASURY ANALYS	+	64	+	29466				42	293	26414	27173	32000	26700	22000
PORTFOLIO MGMT/BROKERAGE	1	4	32000	33250	*	*	*	6	29	20310	23416	*	*	*
UNDERWRITING	1	21	25000	25648	*	*	*	10	110	24498	24295	*	*	*
INSURANCE - CLAIMS	2	12	24500	23658	*	*	*	8	80	23053	22813	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	7	+	21500				1	26	14400	20086	*	*	*
MEDIA PLANNING	1	2	13000	15250	*	*	*	1	12	13000	20287	*	*	*
REPORTING	+	+	+	+				1	16	12480	16355	*	*	*
PRODUCTION	1	4	12480	26140	*	*	*	3	44	17493	24874	*	*	*
PUBLIC RELATIONS	+	2	+	19720				4	44	17325	20000	*	*	*
WRITING / EDITING	+	5	+	22700				1	28	18000	20589	*	*	*
MARKETING														
ADVERTISING	2	6	17000	19067	*	*	*	7	31	19614	20474	*	*	*
BRAND/PRODUCT MANAGEMENT	1	13	28500	24645	*	*	*	23	109	23351	24319	28000	23004	18000
BUYER/MERCHANDISING	3	55	24000	23580	*	*	*	6	196	23999	23447	*	*	*
DISTRIBUTION	+	2	+	25500				+	39	+	26459			
MARKET RESEARCH	+	6	+	27483				3	60	26833	25273	*	*	*
PURCHASING	+	4	+	28500				4	27	22400	27570	*	*	*
SALES	9	144	24056	25757	*	*	*	59	796	24629	25314	31200	25000	16000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	5	12000	20600	*	*	*	1	26	12000	20328	*	*	*
FINANC,TAXA, MONETARY POL	2	17	21023	23123	*	*	*	8	66	21180	22909	*	*	*
ECONOMIC PROGRAMS	+	+	+	+				2	10	23296	21659	*	*	*
LAW ENFORCEMENT	+	2	+	18530				+	37	+	23362			
MILITARY	+	2	+	24917				2	46	25000	23646	*	*	*
NATIONAL SECURITY	+	1	+	20000				4	8	19150	20200	*	*	*
URBAN / REGIONAL PLANNING	+	+	+	+				2	10	20153	19183	*	*	*
ENGINEERING														
BIOENGINEERING	+	+	+	+				+	6	+	26333			
DESIGN / CONSTRUCT	38	94	29255	30318	$33600	$29000	$26000	120	677	29514	30702	37100	29000	23000
ENVIRONMENTAL/SANITATION	1	16	35000	29419	*	*	*	7	120	29481	30840	*	*	*
MANUFACTURING/INDUSTRIAL	7	137	31971	34314	*	*	*	45	789	33992	33890	39500	34000	29000
SYSTEMS / PROGRAMMING	+	34	+	31754				18	182	31986	32263	*	*	*
POWER SYSTEMS	11	27	33204	32981	*	*	*	23	164	32873	33185	37800	33000	28500
SOFTWARE DESIGN & DEVELOP	2	17	32450	32858	*	*	*	11	139	32109	32396	*	*	*
HARDWARE DESIGN & DEVELOP	11	33	34060	34675	*	*	*	26	155	32934	33517	37200	34188	27000

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	2	32	$28250	$34964	*	*	*	11	252	$33027	$34165	*	*	*
TESTING	+	11	+	32438				9	115	26451	30665	*	*	*
PROCESS ENGINEERING	55	154	38614	37939	$40700	$38700	$36900	152	893	37807	37654	$40400	$38400	$35400
PROJECT ENGINEERING	95	268	36108	33817	41000	36000	31500	265	851	35090	34178	41000	35880	29100
OTHER ENGINEERING	35	195	30062	31991	36120	28800	24912	200	1074	31644	32645	38316	31400	25000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	+	2	+	21000				2	22	18940	24025	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				+	3	+	23444			
MEDICAL TECHNOLOGY	+	1	+	12000				3	32	25983	23649	*	*	*
NURSES / PERSONAL CARE	+	10	+	26500				9	85	23100	27884	*	*	*
OCCUPATIONAL THERAPY	+	+	+	+				1	21	22000	29647	*	*	*
PHARMACIST	+	1	+	44200				2	32	29980	38650	*	*	*
PHYSICAL THERAPY	+	+	+	+				1	11	29000	26516	*	*	*
RESPIRATORY THERAPY	+	+	+	+				+	4	+	33914			
OTHER HEALTH RELATED	3	6	21833	19250	*	*	*	11	63	20180	23580	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	2	+	25250				1	21	18000	20649	*	*	*
COUNSELING	+	2	+	19500				9	47	16362	16977	*	*	*
FUNDRAISING / DEVELOPMENT	+	+	+	+				1	2	15240	20620	*	*	*
SOCIAL WORK	+	6	+	16937				4	41	15375	17369	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	4	64	34500	29905	*	*	*	40	454	29484	28886	35000	30150	24000
INFORMATION SYSTEMS	2	34	31600	30085	*	*	*	20	190	24765	29428	34200	22000	18990
SYSTEMS ANALYSIS & DESIGN	10	28	30739	31708	*	*	*	37	267	29571	30056	36000	29000	25000
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	10	+	32524				+	22	+	31580			
AGRICULTURE/NAT'L RESOURC	11	22	25109	23314	*	*	*	30	83	22346	21885	30000	21000	15600
ARCHITECTURE	+	+	+	+				1	8	26400	26238	*	*	*
CONSULTING	1	78	15000	29774	*	*	*	8	346	24838	29144	*	*	*
HUMAN RESRCS /INDUS RELS	1	7	23400	25771	*	*	*	2	72	21200	23623	*	*	*
MANAGEMENT TRAINEE	18	140	19913	23510	*	*	*	129	898	21599	22804	26000	22000	18000
MATH/STATISTICIANS	2	3	23365	22564	*	*	*	3	24	25577	23554	*	*	*
PARALEGAL	+	2	+	18750				+	10	+	20450			
RESEARCHERS NON-TECHNICAL	+	+	+	+				1	8	21000	23077	*	*	*
RESEARCHERS - TECHNICAL	+	4	+	33758				1	34	24000	28981	*	*	*
TEACHING	1	32	19000	20732	*	*	*	67	427	19532	20549	23975	19400	15600
TOTALS	355	2162						1708	13323					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	7	23	$25000	$32298	*	*	*	37	184	$27951	$31324	$32500	$28000	$22000
MBA--NON-TECH	5	33	33680	35675	*	*	*	61	283	39359	35653	55000	36000	29000
MBA--TECH	+	10	+	43850				5	60	32540	39898	*	*	*
MS-BUSINESS	+	9	+	40400				1	25	40000	42514	*	*	*
ECONOMICS & FINANCE (BANK	+	63	+	43954				2	147	40500	43562	*	*	*
HUMAN RESOURCES (INCL LAB	+	13	+	40231				2	36	21500	37981	*	*	*
MANAGEMENT INFORMATION SY	+	6	+	38587				4	20	33500	35686	*	*	*
MARKETING/MKTNG MGT (RESE	+	50	+	43302				+	100	+	44661			
COMMUNICATIONS														
ADVERTISING	+	+	+	+				4	4	33250	33250	*	*	*
COMMUNICATIONS	+	+	+	+				4	8	25250	29320	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	16	+	23926			
ELEMENTARY EDUCATION	+	1	+	19000				+	28	+	24224			
PHYSICAL EDUCATION	+	1	+	16500				+	5	+	22900			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	+	1	+	22500				+	10	+	23757			
HUMANITIES														
FOREIGN LANGUAGES	+	+	+	+				+	2	+	16650			
LETTERS	+	+	+	+				1	4	13500	23500	*	*	*
VISUAL & PERFORMING ARTS	+	+	+	+				+	3	+	20408			
HUMANITIES - OTHER	+	+	+	+				+	4	+	31251			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	1	+	22145			
PSYCHOLOGY	+	1	+	24000				+	11	+	23592			
SOCIOLOGY	+	+	+	+				+	3	+	24267			
SOCIAL SCIENCES - OTHER	+	+	+	+				+	13	+	30853			
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	3	+	36672				1	11	36500	35921	*	*	*
AGRICULTURAL	+	2	+	28500				+	2	+	28500			
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	2	+	32750			
CHEMICAL	+	9	+	40369				4	53	39611	39988	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	+	9	+	$34270				+	79	+	$34904			
COMPUTER	+	5	+	42330				+	7	+	40921			
ELECTRICAL/ELECTRONIC	+	18	+	39275				4	138	$36550	38451	*	*	*
INDUSTRIAL	+	1	+	39000				+	22	+	36502			
MECHANICAL	+	9	+	39728				18	124	35269	38202	*	*	*
METALLURGICAL	+	2	+	39012				9	19	38111	38013	*	*	*
MINING & MINERAL	+	+	+	+				2	14	42400	35007	*	*	*
NUCLEAR	+	+	+	+				+	2	+	37800			
PETROLEUM	2	4	$45500	43400	*	*	*	16	30	42848	43500	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	+	1	+	18000				+	4	+	20972			
HEALTH SCIENCES	+	1	+	26500				+	14	+	26250			
NURSING	+	+	+	+				+	1	+	49000			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	+	+	+				+	7	+	26671			
ARCHITECTURAL & ENVIRONME	+	+	+	+				+	1	+	28080			
BIOLOGICAL	+	+	+	+				+	3	+	22686			
CHEMISTRY	+	+	+	+				+	10	+	33412			
COMPUTER SCIENCE														
COMPUTER SCIENCE	1	10	40200	36381	*	*	*	6	101	32117	37419	*	*	*
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	5	5	39540	39540	*	*	*	19	30	37995	36917	*	*	*
MATHEMATICS (INCL ACTUARI	1	2	30000	28750	*	*	*	2	13	32500	27977	*	*	*
PHYSICS	+	+	+	+				1	3	28000	27219	*	*	*
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	21	293						203	1660					

Master's Degree Candidates - Experience [1]

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	4	26	$39244	$47922	*	*	*	18	146	$39338	$44582	*	*	*
MBA--TECH	+	14	+	48279				+	51	+	47900			
OVER 2 TO 4 YEARS														
MBA--NON-TECH	4	70	38625	49324	*	*	*	25	219	38563	48390	$44000	$40000	$31000
MBA--TECH	+	43	+	50033				2	110	38850	51878	*	*	*
OVER 4 YEARS														
MBA--NON-TECH	1	43	40000	50948	*	*	*	16	181	47150	48651	*	*	*
MBA--TECH	+	25	+	55297				1	89	36400	52914	*	*	*
TOTALS	9	221						62	796					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 4/5/91 THROUGH 5/6/91							CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	1	+	$71500				+	11	+	$56736			
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				+	7	+	37582			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	1	+	35000				+	2	+	32500			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				1	7	$52700	45957	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				2	3	42000	46027	*	*	*
CHEMICAL	1	12	$42000	52333	*	*	*	2	54	45500	53038	*	*	*
CIVIL	+	+	+	+				2	6	39498	41499	*	*	*
COMPUTER	+	+	+	+				+	2	+	52250			
ELECTRICAL/ELECTRONIC	+	2	+	53750				+	13	+	55798			
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	1	+	56000				+	5	+	48033			
METALLURGICAL	+	3	+	52200				2	15	45000	48667	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	2	+	43000			
BIOLOGICAL	+	+	+	+				+	4	+	31138			
CHEMISTRY	1	2	45000	50000	*	*	*	2	55	43700	48340	*	*	*
GEOLOGICAL (INCL GEOPHYS)	+	+	+	+				8	10	54913	52184	*	*	*
MATHEMATICS	+	+	+	+				2	6	35750	38483	*	*	*
PHYSICS	+	+	+	+				+	2	+	40000			
POLYMER	+	3	+	44133				+	5	+	47600			
TOTALS	2	25						21	213					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25474 173 39500/21600			20000 1		25000 1	21800 2		
BUSINESS ADMIN (INCL MGMT	24500 2			18900 2	16250 2	20250 4	24400 2		
ECONOM & FINANCE (BANKING	25767 3	31200 1		21540 12	27000 1	33125 4	24000 2	27250 4	15996 1
MANAGEMENT INFO SYSTEMS	25000 1						25000 1		
MARKETING/MARK MGMT (RESR		24000 1		16950 2	26000 2	23500 2	23000 1		
COMMUNICATIONS								15000 1	
JOURNALISM						12480 1			
TELECOMMUN/BROADCASTING						12480 1			
FOREIGN LANGUAGES						28500 1			
SOCIAL SCIENCES-OTHER						12000 1			
CHEMICAL								36500 3	35721 4
CIVIL								28990 21 36060/26400	29386 25 36120/27000
COMPUTER							26760 1	29000 1	26000 1
ELECTRICAL/ELECTRONIC					27000 1	31400 4	32190 19	29400 3	29207 3
INDUSTRIAL						33375 1		27500 1	
MECHANICAL							35000 1	31200 5	33523 5
MINING (INCL GEOLOGICAL)								26016 1	
PETROLEUM									33000 1
ENGINEERING TECHNOLOGY						30000 1	16500 1		32357 6
AGRIBUSINESS				20300 3				16800 1	
COMPUTER SCIENCE							30409 22 40800/24000	28500 2	
INFORMATION SCIENCES & SY							30000 1		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								22900 2	30133 6
MATHEMATICS							18000 1	24000 2	29665 4
PHYSICS							34020 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING		23000 1		18000 1	25200 1	19460 4			
BUSINESS ADMIN (INCL MGMT	20875 4	13800 1	18600 1	23333 3	18000 1	20647 26 26000/18000			
ECONOM & FINANCE (BANKING	17292 5		24333 3	24938 13		21389 9			
HOTEL/RESTAURANT MGMT.		20100 2	22000 20 22000/22000						
HUMAN RSRCS (incl LABOR R				13000 1		21000 1			
MANAGEMENT INFO SYSTEMS				28391 2		23500 3			
MARKETING/MARK MGMT (RESR	20000 1	19900 1	19733 3	22550 4		22022 41 31000/18000			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1		16800 1	24000 1		22051 7			
ELEMENTARY EDUCATION				18000 1					
HUMAN ECOLOGY (HOME ECONO				24500 1					
MERCHANDISING MANAGEMENT						15200 2			
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1					
PSYCHOLOGY			18000 1			21930 4			
SOCIAL SCIENCES-OTHER	32000 1	22000 1				20085 4			
INDUSTRIAL				26500 2		32000 1			
MECHANICAL						31250 2			
AGRIBUSINESS						23352 1			
PLANT SCIENCES						15600 1			
INFORMATION SCIENCES & SY				29000 2		22867 3			
PHARMACY						29980 2			
BIOLOGICAL						22000 1			

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 3	24000 1		22416 5	18572 5		24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		22000 1	21344 6	19267 3	19660 3	
ECONOM & FINANCE (BANKING						22956 3	25000 1		24000 1
HUMAN RSRCS (incl LABOR R						24000 1			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR						23284 1			
COMMUNICATIONS				24500 1				18000 1	
JOURNALISM						22154 2			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19391 34 30500/15000				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					20000 1	16305 1			
SPECIAL EDUCATION					21700 3				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2				
FOREIGN LANGUAGES					21234 2				
LETTERS (incl English, Li					20777 4				
VISUAL & PERFORMING ARTS					21302 6				
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1			
HISTORY					18018 2				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	18000 2		
SOCIOLOGY					17600 1	20112 1	18000 1		
SOCIAL SCIENCES-OTHER					20400 1	16467 3	30000 1		15650 2

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ARCHITECTURAL							22950 2		
CHEMICAL						16973 1			
CIVIL		31400 1	30418 4	34000 1		25058 15	26510 60 38000/22992		
ELECTRICAL/ELECTRONIC		35000 2		32630 12		26399 24 35360/21201			
ENIVRONMENTAL ENGINEERING						35000 1	23500 1		
INDUSTRIAL						23000 1			
MECHANICAL		33000 1		32890 22 44000/30000		27417 6			
MINING (INCL GEOLOGICAL)				33800 1			24000 1		
ENGINEERING TECHNOLOGY		25000 1				23500 2	26700 1		
AGRIBUSINESS					20065 3	23000 1	20920 2		
PLANT SCIENCES							21013 1		
NATURAL RESOURCES							12000 1		
OTHER AGRICULTURAL SCIENC	12000 1								
COMPUTER SCIENCE		15000 1		30600 1		23488 4			
INFORMATION SCIENCES & SY					18960 1				
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH							14500 1	24975 2	29000 1
HEALTH SCIENCES							22500 1	23288 5	19667 3
NURSING								23700 7	20000 1
BIOLOGICAL					19702 2		22000 2	18000 1	
CHEMISTRY					17000 1	31200 1			
GEOLOGY & GEOLOGICAL SCI		32000 1					24000 1		
MATHEMATICS					16000 1	24000 1	29809 2		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
OTHER PHYSICAL & EARTH SC					18400 2		28000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING						21600 2	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT					19500 1		30250 4	16000 1	
ECONOM & FINANCE (BANKING							24000 1		24000 2
MANAGEMENT INFO SYSTEMS							28000 2		
JOURNALISM	13000 1								
HUMAN ECOLOGY (HOME ECONO			15000 1						
PSYCHOLOGY				11000 1					
SOCIOLOGY			12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1								
AEROSPACE & AERONAUTICAL					32250 2				
CHEMICAL						36100 6			37960 39 40700/36000
CIVIL					27000 1			28795 17	36000 1
ELECTRICAL/ELECTRONIC					32588 8		32650 2	27990 2	37157 6
INDUSTRIAL					33000 1	28000 1	30996 1		
MECHANICAL					29723 17	35499 6	34295 4	33000 2	37359 5
METALLURGICAL					31500 1	30000 1	30600 1		33100 1
ENGINEERING TECHNOLOGY					28917 6	33000 1	30300 2	26000 1	
AGRIBUSINESS						21350 12			
ANIMAL SCIENCES						20250 4			
PLANT SCIENCES						17333 3			
OTHER AGRICULTURAL SCIENC						26000 6			
COMPUTER SCIENCE					30580 3	34800 1			36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
HEALTH SCIENCES				15500 2					
NURSING									22000 1
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS							24000 1		40400 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING		28500 1							27710 20 31200/26000
BUSINESS ADMIN (INCL MGMT	26000 1		27000 1			22000 1		16000 1	30000 5
ECONOM & FINANCE (BANKING	33000 1	28800 1	28000 1	18000 1					28583 18
MANAGEMENT INFO SYSTEMS	27000 1	34200 1							25000 1
MARKETING/MARK MGMT (RESR			21717 6						28000 3
POLITICAL SCIENCE/GOVT									22000 1
CHEMICAL			34357 7	37500 1	33600 1	28600 1	39500 1		38819 102 42016/36700
CIVIL						31165 4			36072 22 39300/33000
COMPUTER	32400 1	34565 4	34200 1						37250 2
ELECTRICAL/ELECTRONIC	33208 10	31016 17	33600 2	37500 1	36765 4			31000 1	35578 23 39000/33000
INDUSTRIAL		28080 1	37520 1				31740 1		36000 1
MECHANICAL	33900 2	32583 6	27500 1	37500 1	32125 4	28920 2		31800 1	37514 76 42300/36000
METALLURGICAL					33940 32 37200/33000	33417 6			36000 1
MINING (INCL GEOLOGICAL)						32574 15			
PETROLEUM									40172 61 46000/37800
ENGINEERING TECHNOLOGY	28596 1	28590 4						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2						
ANIMAL SCIENCES			35000 1						
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	30975 4	32000 1			35400 1				33266 22 39000/29000
INFORMATION SCIENCES & SY									31800 3
BIOLOGICAL		23400 1							
GEOLOGY & GEOLOGICAL SCI									25200 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MATHEMATICS									36000 1
PHYSICS		32500 1							42200 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19100 2
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				21009 4
ADVERTISING							17000 2
COMMUNICATIONS							24833 3
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
ARCHITECTURAL							29500 1
CHEMICAL		37440 1				38007 6	33750 4
CIVIL				28400 2		34900 3	
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1	37500 1	31800 2
INDUSTRIAL							33000 1
MECHANICAL						35938 8	23400 2
PETROLEUM						37500 1	
ENGINEERING TECHNOLOGY						34800 2	
COMPUTER SCIENCE			34250 2			28000 1	
HEALTH SCIENCES							23040 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25465 179 39500/21500	27600 2		20599 17	22300 5	23397 15	23550 8	24800 5	15996 1
BACHELOR - TECHNICAL				20300 3	27000 1	31496 6	30477 48 40800/20000	28770 43 40000/24000	30739 56 39720/26400

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	19920 13	19817 6	21533 30 25000/18600	23496 28 30000/18000	21600 2	21178 103 31000/17040			
BACHELOR - TECHNICAL				27750 4		25819 11			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26600 5	24627 3	19420 61 33000/15000	21118 26 26592/16305	19974 13	19245 4	19360 5
BACHELOR - TECHNICAL	12000 1	29486 7	30418 4	32798 37 44000/30000	18836 10	25755 57 35360/21201	25600 78 38000/22320	23353 15	21600 5

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	14120 2		13500 2	10500 2	19500 1	21600 2	25373 9	16000 1	25667 3
BACHELOR - TECHNICAL				15500 2	30125 42 33508/27500	26844 41 44400/17000	31698 11	28865 23 35000/26400	37262 56 40700/36000

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28667 3	30500 3	23163 8	18000 1		22000 1		16000 1	28119 48 39600/25000
BACHELOR - TECHNICAL	32487 18	31182 35 40020/23400	31453 20 37520/26000	37500 3	34063 42 38040/32400	32150 28 37500/28000	35620 2	31526 3	37817 316 46000/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27000 1		
BACHELOR - TECHNICAL		37440 1	34253 3	28400 2	34500 1	35950 23 39504/33600	

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28167 3	28667 6		45143 7	48218 11	29000 1	33033 6	29500 2	
MBA--TECH								24700 1	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	42333 3			40000 1					
MBA--TECH									

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH									
MBA--TECH							34000 2		

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						31500 2	43000 1		44200 5
MBA--TECH					40000 1				

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		37400 2	46200 5	35750 4					34500 2
MBA--TECH									30000 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH							
MBA--TECH							

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25443 176 39500/21500	23922 38 31200/14400	20000 1						25483 6
BUSINESS ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 1	24000 1			12000 1	21517 6
ECONOM & FINANCE (BANKING	25500 3	25750 2	18600 2	24000 2	26500 3	24000 1		27000 1	27809 23 34000/24000
MARKETING/MARK MGMT (RESR		24000 1							25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1				22000 1
AGRIBUSINESS				21500 1					18000 1
COMPUTER SCIENCE									32600 3

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING	25000 1		18000 1						
BUSINESS ADMIN (INCL MGMT	18000 1	20000 2					16000 1	16000 1	18000 1
ECONOM & FINANCE (BANKING	15620 3	26756 5	23105 4				24000 1	18000 1	
MARKETING/MARK MGMT (RESR		23600 2	24750 2						
COMMUNICATIONS		24000 1						18500 1	
JOURNALISM					13000 1	12480 1			
TELECOMMUN/BROADCASTING							12480 1		
HUMAN ECOLOGY (HOME ECONO			24500 1						
SOCIAL SCIENCES-OTHER	32000 1			14400 1					
AGRIBUSINESS								16800 1	

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									16800 1
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10			25000 1	24800 2	22750 4		20300 1
ECONOM & FINANCE (BANKING		21750 4	15996 1				27527 11		22426 3
MARKETING/MARK MGMT (RESR	19500 1	22667 3	25000 4		28500 1		23018 23 31000/15500		
ADVERTISING	17000 2	12000 1							
COMMUNICATIONS	30000 1					20000 2	23371 5		
JOURNALISM		23284 1							21023 1
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING					27000 1				
POLITICAL SCIENCE/GOVT		20400 1					19200 1	12000 1	
PSYCHOLOGY							17420 1		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16640 1		
CIVIL							29073 3		
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
MECHANICAL		28500 1					35500 3		
METALLURGICAL							34068 1		
AGRIBUSINESS									23000 1
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1					15000 2		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT	20000 1								
ECONOM & FINANCE (BANKING	26592 1								
PHYSICAL EDUCATION					16305 1				
CRIMINAL JUSTICE				15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
ARCHITECTURAL							22950 2		
CHEMICAL							37600 2		37922 13
CIVIL			24000 1				28098 75 38000/23000	31812 1	
ELECTRICAL/ELECTRONIC							30231 18	33000 1	34000 3
ENIVRONMENTAL ENGINEERING								35000 1	
INDUSTRIAL								31740 1	29533 3
MECHANICAL			26000 1				33764 21 44400/29000	31800 1	32601 19
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							26700 1		28667 3
CHEMISTRY								17000 1	
GEOLOGY & GEOLOGICAL SCI					24000 1				

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
MANAGEMENT INFO SYSTEMS	25000 3								
AEROSPACE & AERONAUTICAL									32250 2
ARCHITECTURAL									29500 1
CHEMICAL					37800 2	24000 1	38215 136 42016/36000	36810 14	36202 9
CIVIL							38000 1	32191 36 38000/28000	28027 58 39300/24144
COMPUTER	26760 1		33575 4	36265 4					31333 3
ELECTRICAL/ELECTRONIC	34031 9	33250 17	32680 5	32824 17	35000 4	30000 1	38500 1	31456 23 38000/22000	31721 46 40020/26000
ENIVRONMENTAL ENGINEERING					23500 1				
INDUSTRIAL								32000 3	29375 5
MECHANICAL	33900 1	31803 6		30700 3	33400 3	28500 2	34424 5	35541 62 42300/30656	35517 51 44000/31000
METALLURGICAL							32786 7	33706 32 37200/32500	
MINING (INCL GEOLOGICAL)								31871 15	
PETROLEUM								40016 63 46000/37500	
ENGINEERING TECHNOLOGY				28596 1		25640 4		28967 6	31223 14
OTHER AGRICULTURAL SCIENC									28000 2
COMPUTER SCIENCE	35000 3		27750 2				35400 1	34500 1	27500 2
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	
MATHEMATICS								28500 1	34092 5
PHYSICS				32500 1				42200 1	34020 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1				22000 1				
HUMAN ECOLOGY (HOME ECONO	15000 1								
PSYCHOLOGY									11000 1
ALLIED HEALTH			31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21873 8
NURSING				23100 9					
PHARMACY						29980 2			
BIOLOGICAL									18000 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						20000 1			24000 2
BUSINESS ADMIN (INCL MGMT	18000 1			16000 1		23500 3	27398 3		
ECONOM & FINANCE (BANKING					24550 2	30000 1			
MANAGEMENT INFO SYSTEMS					26190 2	34200 1	28167 3		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
POLITICAL SCIENCE/GOVT		19500 2							
SOCIOLOGY		15028 4							
SOCIAL SCIENCES-OTHER		17300 1	15240 1						30000 1
COMPUTER							26000 1		
ELECTRICAL/ELECTRONIC					14100 1		28500 2		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									21818 13
ANIMAL SCIENCES									23667 3
PLANT SCIENCES									16900 4
NATURAL RESOURCES									12000 1
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					31477 30 40800/26700	25598 5	31171 19		
INFORMATION SCIENCES & SY					18960 1	25100 6	29771 7		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				14500 1					
HEALTH SCIENCES				15500 2					

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BIOLOGICAL						22000 1			20000 1
GEOLOGY & GEOLOGICAL SCI							25200 1		
MATHEMATICS					24000 3	18000 1			
OTHER PHYSICAL & EARTH SC									28000 1

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING				30000 1					
BUSINESS ADMIN (INCL MGMT				22096 26 39600/18000			21000 1		22000 1
ECONOM & FINANCE (BANKING		26333 3		22091 14					
HOTEL/RESTAURANT MGMT.				21827 22 22200/22000					
HUMAN RSRCS (incl LABOR R				19333 3					
MANAGEMENT INFO SYSTEMS				24695 4					
MARKETING/MARK MGMT (RESR		27500 1		20548 33 28000/18018					
COMMUNICATIONS		15000 1		20700 4					
ELEMENTARY EDUCATION									19574 33 30500/16100
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									20000 1
SPECIAL EDUCATION									21700 3
HUMAN ECOLOGY (HOME ECONO									19700 2
MERCHANDISING MANAGEMENT				15200 2					
FOREIGN LANGUAGES									21234 2
LETTERS (incl English, Li			19000 1						20777 4
VISUAL & PERFORMING ARTS									21302 6
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					18018 2
PSYCHOLOGY				22075 4					
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				17925 4					20400 1
CIVIL		28200 2							

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 4/5/91 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
INDUSTRIAL				30996 1					
INDUSTRIAL TECHNOLOGY				27000 2					
AGRIBUSINESS				19717 3					20065 3
ANIMAL SCIENCES				19000 1					
PLANT SCIENCES					21013 1				
OTHER AGRICULTURAL SCIENC				27333 3					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL			23400 1						19702 2
GEOLOGY & GEOLOGICAL SCI		20800 1		24000 1					
MATHEMATICS					27859 2			24000 1	16000 1
OTHER PHYSICAL & EARTH SC									18400 2

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25399 181 39500/21500	23822 42 31200/16000	18000 4	20500 3	25100 5	24000 1		16000 3	26147 38 34000/22000
BACHELOR - TECHNICAL			–	21500 1					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20310 6	24498 10	23053 8	14400 1	13000 1	12480 1	17493 3	17500 3	18000 1
BACHELOR - TECHNICAL								16800 1	

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	19614 7	22628 20 42000/18000	23999 6		26833 3	22400 4	23645 47 45000/16000	12000 1	20920 7
BACHELOR - TECHNICAL		28168 3					28482 12		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	23296 2			19150 4	16305 1				
BACHELOR - TECHNICAL			25000 2		24000 1		29514 120 44400/23000	29481 7	33992 45 42000/29000

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	25950 4								
BACHELOR - TECHNICAL	33710 14	32873 23 39000/28500	32109 11	32934 26 38500/27000	33027 11	26451 9	37807 152 42016/35400	35090 265 46000/29100	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2				22000 1				
BACHELOR - TECHNICAL			25983 3	23100 9		29980 2	29000 1		

AVERAGE SALARY OFFERS MAY 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 5/6/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	18000 1	16362 9	15240 1	16000 1	25996 5	25783 6	27783 6		26000 3
BACHELOR - TECHNICAL				15167 3	29982 35 40800/24000	24328 14	29918 31 37992/25200		21940 27 35000/15600

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		24300 5	19000 1	21331 118 39600/18000			21000 1		19598 59 33000/15000
BACHELOR - TECHNICAL	26400 1	25733 3	23400 1	24468 11	25577 3			24000 1	19050 8